

# Health Workforce COVID-19 Priorities

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**Nova Gattman**

Deputy Director for External Affairs, Workforce Board



- Rapid turnaround survey with a short timeline for response.
- For discussion framing purposes only; not meant to be exhaustive.
- Initial attempt to gauge high-level barriers and needs for health workforce.
- Four open-ended questions to respondents.
  - What are the biggest challenges impacting the health workforce pipeline, specific to:
    - Regulatory
    - Certificate/2-year degrees (sub-baccalaureate)
    - 4-year degrees
    - Apprenticeship



# Q1: Regulatory Challenges

- Emergency COVID-changes – interest in evaluation for potential permanency (e.g. simulation/telehealth).
- Mapping out the credentials/training requirements across occupations, and crosswalking potential pathways between and among health occupations.
- Lack of career ladders.
- Regulatory inconsistency between occupations and types of facilities.
- Reciprocity between states.



# Sub-Baccalaureate System Challenges

- Career pathways and need for articulation/credit between program levels, starting in secondary education.
- Capacity/access issues
  - Safety/PPE requirements, classroom space, equipment, and infrastructure.
- Limited availability of foundational science prerequisites.
- Program times not always accessible for working adults.
- Financial issues – tuition, benefits, emergency support.
- Programs not always aligned with industry/employer needs/expectations.
  - Need for increased engagement between institutions and industry to enhance/modernize curriculum.



# 4-Year Education System Challenges

- Career pathways and need for articulation/credit between program levels starting in secondary education (repeat)
- Capacity/access issues
  - Safety requirements, classroom space, equipment, and infrastructure (repeat)
- Programs not always aligned with industry/employer needs/expectations (repeat)
- Wages for many health occupations do not match up to cost of education and debt loads.
- Shortage of healthcare faculty.



# Apprenticeship System Challenges

- Perception: Apprenticeship model isn't fully developed for healthcare.
  - Need for a map of professions/settings appropriate for apprenticeship.
- Lack of awareness, knowledge, value of work-based learning.
- COVID issues could slow apprenticeship opportunities.
- Supervision and other requirements – professional development needed with the industry.
- Questions about regulations, standardization across learning modalities.
- Pulling in diverse candidates, rural participants.